



# BRANCH 193

## Bulletin *Happy Holidays*

Campbell ♦ Gilroy ♦ Los Gatos ♦ Milpitas ♦ Morgan Hill ♦ San Jose ♦ Saratoga

### Messages from the President

No. 7-06 November - December 2007

#### Danny Laffan

As the year draws to a close and I reflect on the past months, one thing stands out. Things are changing and they will continue to change over the next few years. The future of this organization will once again depend on our ability to work together as we prepare for the transition into the new work methods and rules that will come with Flat Sequencing System (FSS) implementation. Management plans to place flats into delivery sequence order prior to their arrival at the delivery unit. We have been told to expect this system to be implemented by late 2009 or early 2010 here in San Jose. Given management's past record in projecting implementation dates (Remember 95% of letter mail in DPS by 1995?) it would be reasonable to expect delays; however, the fact is that the day that our flat mail arrives at the station in delivery sequence will come. To think of this event as too far in the future to be concerned about now would be a mistake. These transitions do not happen overnight. Management has already started to prepare for the implementation of DPS flats. They are currently hiring only supplemental workforce employees. Hiring of career employees has ceased; only Transitional Employees (TE) are showing up on the workroom floor. Management has also started withholding routes to prepare for the decrease in the number of bids that will be available after DPS Flat implementation. We have been notified that management plans to withhold 85 routes in San Jose. The six Associate Offices that we represent have been notified to withhold about 40 routes. According to management projections there will be about 130 fewer routes in the offices within Branch 193 after FSS implementation. Will reality match the projections? Only time will tell. We do know that we must remember the lessons learned during the implementation of DPS mail during the early 1990s. We will do everything we can to lessen any negative impact on letter carriers during this transition. It will not be easy. It will not be a smooth, easy change. I believe it is important that we realize these things up front and work to avoid problems before they develop. This can only be accomplished through a network that encourages effective communication of concerns and has mechanisms in place to identify, evaluate, address and resolve problems as they arise. I am confident that our leaders at the national level will work hard to provide us the knowledge, skills and resources we will need to address and resolve problems as they occur. Locally, we will work hard to make this transition as smooth as possible.

Contact your shop steward for exact details on signing up. I encourage each of you to consider a five dollar per pay period or ten dollars per month contribution. It is an investment in your future that will assist our legislative efforts. By the end of November you will have received about \$1200 in lump sum COLA and a retroactive pay raise along with a 3.2% pay raise. I do not feel I am asking too much when I request that you donate ten dollars per month to COLCPE. It is my hope that our Ten for Tony campaign will generate a significant increase in the number of Branch 193 members donating to this worthy cause. Take the time to invest in our future. Thank You.

#### Branch 193 Website

We now have a website up and running. Retiree Dan Taormino has worked hard to provide the members of our Branch a means of accessing information and keeping abreast of the latest happening in our Branch and at the National level. Take a few minutes to visit the website at [www.nalcbranch193.com](http://www.nalcbranch193.com) and browse through the different pages our webmaster has created for your enjoyment. Dan has also provided links that make signing up for a COLCPE donation very simple. Take advantage of this opportunity. I want to thank Dan Taormino for the outstanding job he has done on this project and for his desire to continue to help the membership become more educated. We truly appreciate your efforts.

#### Holiday Greetings

I want to extend my sincere wishes that this holiday season brings peace, joy and happiness to the membership of Branch 193 and your families. I encourage you to be thankful for the blessings that have been bestowed upon us and to take time to share with those in need. Enjoy spending time with your family. Thank you for the support you have given to me throughout the past year.

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**Return Service Requested**

#### OFFICERS

- Danny Laffan ..... *President*
- Stanley Halfacre ..... *Vice President*
- Pat Mulligan ..... *Recording Secretary*
- Sharon Epp ..... *Financial Secretary*
- George Katai ..... *Treasurer*
- Gene Lorenzo ..... *Sgt at Arms*
- Guillermo Martinez ..... *Legislative Liaison*
- Tom Stewart ..... *Trustee*
- Laurie Lykam-Halfacre ..... *Trustee*
- Jas Nijjar ..... *Trustee*
- Joe Rosa ..... *Trustee*
- Guillermo Martinez ..... *Trustee*

#### Branch 193 Bulletin

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#### Ten for Tony

Time is running out to qualify to win a trip to the Super Bowl next February. In order to be eligible, you must sign up for an automatic deduction to the Committee on Letter Carrier Political Education (COLCPE) by November 26, 2007. You can sign up by phone, on the computer or by sending a voided check to headquarters.

# Political Memo

by Guillermo Martinez, Political Liason

Submitted by: Guillermo Martinez

Special elections have proven to be costly, as we have experienced when conducting special elections between regular election cycles. Berryessa school district selected a candidate to the board of trustees by method of a coin flip. However, because petitioners within the medium size school district provided 724 signatures, well over the 460 valid signatures required to force a special election. Santa Clara County school superintendent Colleen Wilcox ordered a special election for Alkesh Desai's seat on the board. The cost of a stand-alone election is estimated at about \$478,600. Superintendent Wilcox recommend that the election be conducted along with the California Presidential primary on February 5, 2008, which would cost the district \$62,000. Santa Clara County registrar of voters will determine

the date of the election and the method. Current trustees say that the district is now operating on a tight budget because of the lower than usual state funding; an economical resource most districts rely on. Due to the election, the board may have to cut back on staff, programs, and other academic activities. The district has other alternatives to fill their trustee seat as pointed out by District 11 State Senator Joe Simitian, he authored a bill while still serving in State Assembly that allows small cities and local school districts to conduct an election entirely by mail. A.B. 1544 has been signed into law and took effect in 2000. Ballots through the mail offer a cost effective, safe, secure, and efficient way to fill local vacancies. As explained by State Senator Simitian the cost of the mail ballots would be significant; however, it would not be near the \$62,000 the district would have to pay to conduct its election in February. The trustee position had been vacated by: Kansen Chu, longtime Berryessa activist who was just elected in San Jose city council in June.

Superintendent Colleen Wilcox's election recommendation should be challenged. Her credibility is questionable because of the investigation conducted over her inappropriate behavior. This investigation resulted in her removal due to her bizarre actions such as embarrassing, berating, and humiliating her staff in front of others. This report reminds me of some supervisors and managers who are now working in the Post Office. These managers and supervisors intimidate and harass employees on a daily basis. Letter carriers have experienced the same type of humiliation. These managers have employees so intimidated, that they are afraid to complain. Because of this, it is difficult to obtain statements from carriers to bring charges against these supervisors. This has created a hostile and disrespectful work environment, where managers often boast publicly about how many carriers they discipline or fired.

## MDA FUNDRAISER BAY MEADOWS DAY AT THE RACES

Submitted by  
Laurie Duarte, Shop Steward St James Park Station

It was a fun filled day at Bay Meadows Race Track on September 30<sup>th</sup> as ninety members, family and friends attended to try their luck at the ponies. The food was good, the weather was great and some members even walked away with heavier pockets. I would like to thank the shop stewards for helping sell the tickets and all the attendees that helped raise \$539 for the Muscular Dystrophy Association. Good job.



## BAYSIDE'S FRANK SCARF RETIRES



## Beware of Changes in the Workplace

Recently, we have all been witnesses to the demise of marriage mail. No more pennysaver cards in the DPS on the day of delivery or the day after. That bit of postal history is now relegated to the past. Along with the demise of marriage mail must go our lax attitude toward the delivery of full coverage circulars. In the past, when we returned with a few undelivered Pennysavers or Advos, Management did not have the information to identify the mail that was not being delivered for unacceptable reasons, such as the box was full, pleasing customers who don't want that mail or not putting enough circulars to cover the lap in your satchel. Now that each piece has a printed address, the situation has completely changed.

It appears that letter carriers are getting in hot water when they place undelivered Pennysavers or Advos in their UBBM tubs and don't have an acceptable reason for a deliverable piece being in that tub. The two main unacceptable answers to the question "What's this mail doing in your UBBM?" are "the box was full" and "the customer doesn't want that mail".

Accidentally placing a deliverable circular in your UBBM can happen though misreading the poorly printed labels or forgetting a once vacant house is now occupied. We're all human and we make mistakes. However, when you deliberately dispose of deliverable mail for any reason, you are committing a crime under postal regulations that may result in your removal from the service. This includes all current resident mail and all other classes of mail.

Along with this change comes the Office of Inspector General now enforcing internal postal crimes and no longer the Postal Inspection Service. This has created an extremely volatile and career threatening situation for letter carriers.

Remember always, that the mailer is paying us to get the mail to destination on the label. Unless that mail has a bad or incomplete address, we must make a good faith effort to get that mail delivered. If the customer doesn't want it, they can toss it. If the box is full, bring back the mail and handle according to policy. Do your best to fulfill that mission and you will be fine.

Paul Allen, *Robertsville Steward*



### Another First for Branch 193

Branch 193 achieved another first when Retiree Francis Hanley's granddaughter Elizabeth Aldridge was selected to receive the California State Association's

Saxsenmeier Scholarship. Elizabeth was the first grandchild selected to receive this honor. Elizabeth is an outstanding student who finished high school with a GPA of 4.268 to rank fifth in her class of 564 at Watsonville High School last year. Elizabeth is attending University of California at Berkeley this fall. Congratulations, Elizabeth!



## COLLECTOR LINDA MULLIGAN RETIRES



## Campbell Goes Two Years Without A Vehicle Accident

so long without an accident, carriers responded that being aware of your surroundings and developing good habits contributed significantly. Great Job Campbell employees!! We are proud of you.

On October 5, 2007 employees at the Campbell Post Office were recognized for their exceptional driving record of going two years without a vehicle accident. That represents driving over 250,000 miles without an accident. Letter carriers received a tee shirt commemorating the achievement and were treated to a buffet breakfast from Jalisco's Restaurant. Postmaster Joe Cole, District Safety Manager Ross Lewis and MPOO Max Janisch thanked the employees and congratulated them on their outstanding accomplishment. When asked how they were able



### CONGRATULATIONS TO OUR NEW RETIREES

DOLORES JENKINS  
NIJAR KARNAIL  
LINDA MULLIGAN  
FRANK SCARF  
JIN SHIN

### Welcome New Members

Gagandeep Bal	Man Cui Ma
Amarpal Kaur	Dong Pham
Mandeep Kaur	Angel Vidales
Narinder Kaur	May Young
Larisa Lazarian	

### A Letter to Santa

Hi Santa! My name is NALC Branch 193. I am a part of the National Association of Letter Carriers. I am one hundred sixteen years old. I know it has been a long time since I asked for anything but I need some help. I think people have been taking me for granted the last few years. I am made up of all different kinds of people with many diverse opinions and interests so it is a challenge to keep everyone interested. Many of my members feel that just paying dues is all I need; can you help me change that perception? My strength comes from the unity of my membership so when people just don't care I become less effective. Many changes are coming to the work place so I will need support to properly represent letter carriers' interests during the difficult times ahead. Whatever you can do to help me get people interested enough to attend Union meetings, read the publications and participate in our Branch activities will be greatly appreciated. Thank you Santa. Have a Merry Christmas and Happy New Year!



# Branch 193 Shop Stewards

Almaden Valley.....	Dan Degn & Pam West
Bayside.....	Al Navarette & Bob Foster
Berryessa.....	Henry Semillano & Ron Bingham
Blossom Hill.....	Steve Munyon & Bill Cunningham
Cambrian Park.....	Herman Echevarria & Ray Gauthier
Campbell.....	Mike Harding & Rosie La'auli
Station D.....	Vittorio Forde
Foothill.....	Art Parrilla
Gilroy.....	Debra Masten
Hillview.....	Manny Aguilar & Victor Barrientos
Los Gatos.....	Kevin Janton
Los Gatos Dell.....	Ian Davies
Milpitas.....	Mike Campbell & Lin Zhou
Morgan Hill.....	Angel Montelongo
Parkmoor.....	David Judd & Anthony Fernandez
Robertsville.....	Paul Allen & Theresa Hernandez
St. James Park.....	Laurie Duarte & Kelvin Kamachi
Saratoga.....	Candice Wurthmann
Seven Trees.....	Herb Olivera & Moe Bedolla
Westgate.....	Tommy Rivera & Barbara Estrada
Willow Glen.....	Leo Torres & Bob Krauth
Collection Officer.....	Vera Martinez-Krauth

## Important Dates

Nov 6	Holiday Gift Cards Mailed to Eligible Members
Nov 13	Ballot Mailed to Eligible Voters
Nov 14	Regular Branch Meeting
Nov 28	Executive Board Meeting
Dec 12	Annual Christmas Party
Dec 12	Election Results Announced
Dec 26	Executive Board Meeting
Jan 9	Regular Branch Meeting

Branch Meetings begin promptly at 7:30 PM  
Italian American Heritage Foundation  
425 North 4<sup>th</sup> Street San Jose, CA 95112

Board Meetings begin promptly at 7:00 PM: Union Office  
1060 Minnesota Avenue, Suite 9 San Jose, CA 95125

## JACKPOT!!

Winnie Ho from Saratoga was not at the September Branch Meeting and Carlo Del Giudice from Hillview Station was not at the October Branch Meeting to collect the \$1,000 when their names were called for the jackpot.

## DEADLINE!

The Deadline for copy of the January/February 2008 issue of the Branch 193 Bulletin is Friday December 14, 2007. News stories, articles, letters to the editor, drawings, cartoons, business cards, and/or photographs should be submitted to:

Editor  
Branch 193 Bulletin  
P.O. Box 5721 San Jose, CA 95150



Check Out Our New Website at  
[www.nalcbranch193.com](http://www.nalcbranch193.com)

# NOTICES - NOTICES

## BALLOTS COMING

Elections to fill midterm vacancies in the offices of Second Vice President, one trustee position and delegates to the 2008 State and National Conventions are being conducted. Ballots will be mailed to all members who are eligible to vote on November 13, 2007. Ballots must be returned to P O Box 5721 San Jose, CA 95150 prior to 4PM on December 12, 2008. Election results will be announced at the December Branch Meeting. The position of Health Benefits /MBA Representative was filled when Willow Glen Carrier Christine Hernandez was elected by acclamation at the October 10<sup>th</sup> Branch Meeting. Congratulations, Christine

## FEHBP OPEN SEASON

Open season for the Federal Employees Health Benefit Plans will be from November 12, 20087 through December 10, 2007. Any employee wishing to change their health coverage must do so during this open season. New coverage will be effective in January 2008. You will be sent a booklet with each plan's rates and coverage explained in detail. Make sure to check the NALC Health Benefit Plan, as it is one of the best plans available.

## PENALTY PAY EXCLUSION DATES SET

The Postal Service has notified the NALC that the dates for the exclusion of penalty pay this year will be December 1, 2007 through December 28, 2007. Remember during this period when filling out a 3996 all you need to put in Box J on Form 3996 is "Item J".

## HOLIDAY GIFT CARDS

All active members who have belonged to Branch 193 for more than six months and all retirees who were members for at least five years prior to retirement will be mailed a \$60 Holiday Gift Card on November 6th. The gift cards are redeemable at all Safeway, Pak N Save, Vons, Dominicks, Pavilions, Carrs, Randall, Tom Thumb or Genuardis stores. Members who live in locations that do not have the above mentioned stores available will receive a check from the Branch. As you know, cards not received cannot be replaced unless the original first class mailing is returned to the Branch.

## ANNUAL CHRISTMAS PARTY

Plans are being finalize for the Annual Christmas Party for our members and their families on Wednesday December 12<sup>th</sup> at the Italian American Heritage Hall located at 425 N Fourth Street in San Jose.. As in the past we will serve a buffet dinner including pasta, salad, garlic bread and desserts starting at 6:00 PM. Face painters and balloon twisters will be available and our special guest Santa Claus will arrive about 7:15. Bring a gift for Santa to give to your children. Photos with Santa will be provided also. This is a fun event for the entire family so mark the date on your calendar and plan to attend.

## Branch 193 Annual Christmas Party

- Wednesday Dec 12, 2007  
@ 6:00 PM
- 425 N Fourth St San Jose  
CA 95112
- Buffet Dinner
- Balloon Twisters and Face  
Painters
- Fun for Everyone
- Santa Arrives @ 7:30
- Free for Members and  
Family



## In Memoriam

Deepest Sympathy to the families & friends of our departed brothers and sisters.

FRANCIS BRADY  
ED HANSON  
JOHN KARLINDER  
PAUL MOLAY